

# OREGON INSTITUTE OF TECHNOLOGY

## STATEMENT ON DIVERSITY, AFFIRMATIVE ACTION AND EQUAL OPPORTUNITY

The Oregon Institute of Technology holds that the presence and sharing of diverse backgrounds and experiences results in a stronger and more complete educational and work experience, enriching all members of the campus community. Higher education is incomplete without real understanding and appreciation of the human differences that make individuals and groups unique. The OIT administration strongly recognizes and believes that a diverse academic environment fosters mutual understanding, interpersonal and individual respect, cultural awareness, harmony, and creativity, while providing necessary role models for all students.

Therefore, it is the policy of OIT that all persons shall be treated equally and fairly, and an environment free of illegal discrimination and harassment shall be maintained. The University expressly prohibits discrimination based on race, color, gender, marital status, national origin, age, disability, religion, pregnancy, sexual orientation, gender identity or expression, or any other consideration not directly and substantively related to effective performance; and in compliance with all relevant federal, state and local laws and regulations. This commitment includes taking affirmative action in employment decisions and practices; promoting discourse and activity which seek to enhance campus diversity and which mirrors the pluralism of our society; ensuring prompt and impartial consideration of any discrimination complaint; and equitably resolving any such complaint found to have merit.

Complaints, grievances or inquiries regarding the University's discrimination and equity programs and policies should contact the OIT Affirmative Action Officer and Title IX/ADA/§504 Coordinator, Ron McCutcheon, Human Resources Director, at 541-885-1108 or in Snell Hall, Room 108.